
OLR Bill Analysis

sSB 1007

AN ACT CONCERNING REVISIONS TO THE PAID SICK LEAVE STATUTES.

SUMMARY:

This bill changes the method employers use to determine if they must provide paid sick leave. Current law exempts manufacturers from providing paid sick leave based on how the North American Industrial Classification System (NAICS) classifies the type of activity conducted at each of their establishments. Consequently, a manufacturer with administrative and production facilities in separate locations could be required to provide paid sick leave at the administrative facility, but not the production one.

The bill exempts manufacturers as long as their business falls under NAICS's manufacturing categories, regardless of the activities they conduct at different facilities. This could mean fewer employers will have to provide paid sick leave.

The bill also changes the method for determining if a business meets the employee threshold for providing paid sick leave. Under current law, they must provide paid sick leave if they employ at least 50 people in Connecticut during any of the previous year's quarters. They must determine if they exceed this threshold by January 1 annually based on the quarterly reports they submit to the labor commissioner. Under the bill, they must annually determine if they meet the threshold based on their payroll for the week containing October 1.

Lastly, the bill changes the timeframe for accruing paid sick leave. Under current law, employees accrue one hour of sick leave for every 40 hours worked per calendar year. Under the bill, they accrue one hour of paid sick leave for every 40 hours worked per the 365-day year

the employer uses to calculate employee benefits. This allows the employer to start the benefit year on any date, rather than January 1. The bill also makes conforming changes.

EFFECTIVE DATE: October 1, 2013

COMMITTEE ACTION

Commerce Committee

Joint Favorable Substitute

Yea 19 Nay 0 (03/19/2013)